

Bullying and Harassment Policy

OUR MISSION STATEMENT

Heart Preschool is committed to promoting an anti-bullying/harassment ethos and is a place where bullying and harassment are not tolerated. The Preschool takes issues of bullying/harassment seriously and enables all members of the Preschool community to challenge bullying behaviour in order that a supportive, cooperative ethos is maintained.

The preschool's anti-bullying policy has been developed with due regard for our duties and obligations under existing legislation and public-sector duties for the safeguarding and wellbeing of all our children and staff and we will take all steps to ensure their safety.

DEFINITIONS OF BULLYING / HARASSMENT

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (Preventing and Tackling Bullying, DfE 2011)

Bullying can take place in school and outside of school and can include:

- Cyber bullying
- Name-calling, Mocking
- Making offensive comments
- Excluding people from groups, Gossiping and spreading hurtful or untruthful rumours
- Kicking, Hitting, Pushing
- Taking and damaging belongings

ROLES AND RESPONSIBILITIES

All members of the Preschool community are encouraged to take responsibility for personal behaviour and actions and treat one another with respect and kindness.

Everyone should contribute to creating a positive working atmosphere.

Children are encouraged to speak directly to the staff if they are being bullied, or if they believe that another child is experiencing bullying/harassment.

Early Years Practitioners and managers should be aware of any unusual patterns of behaviour or attendance and should investigate these as a priority.

Where bullying/harassment is identified or suspected, management will discuss this with the children, parents/carer, staff or who is involved. A record should

be kept of these discussions.

The EYFS planning will offer additional opportunities to deliver the anti-bullying message throughout the year in Social and Emotional aspects of learning (SEAL) Managers are responsible for ensuring accurate records are kept of incidents, along with how the Preschool responded. This can be achieved through completion of the Cause for Concern Form and reporting to the Designated Safeguarding Lead. Parents are encouraged to contact the Manager or DSL if they have any concerns about their child or about another child at Heart Preschool. The Manager or DSL should record these concerns and investigate them as a priority.

PREVENTING AND RESPONDING TO BULLYING INCIDENTS

Preventing bullying

Heart Preschool has a strong ethos which encourages all members of the Preschool community to take responsibility for personal behaviour and actions and treat one another with respect and kindness. This is reinforced through our Preschools British values and Christian values statement (2016) devised by Love Early Years.

Responding to bullying:

- Sit down with the child and listen to her/his account of the incident, allowing the child to fully express her/his feelings relating to the incident.
- Reassure the child that they have done the right thing by reporting the incident(s)
- Agree with the child (or parents) what steps will be taken and when they will be given feedback about what has happened as a result of this
- Make a decision as to whether the child is able to return to play or needs to remain with a member of staff while the incident is being investigated.
- Gather evidence and keep written accounts from everyone who has been involved or who has witnessed the incident and involve /carers at the earliest opportunity.

We do not accept or tolerate any forms of bullying made by staff, students, volunteers, parents/carers, or members of the community.

BULLYING THAT OCCURS OUTSIDE OF HEART PRESCHOOL

All incidents of harassment or bullying by any one must be reported to the manager of the setting. This will be investigated further especially when it causes a threat to a child or member of staff.

If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

Devised on 3/11/17

Updated on 14/4/20